

# Broad Based Black Economic Empowerment CERTIFICATE

## DAV PROFESSIONAL PLACEMENT GROUP A DIVISION OF ADCORP FULFILMENT SERVICES (PTY) LTD

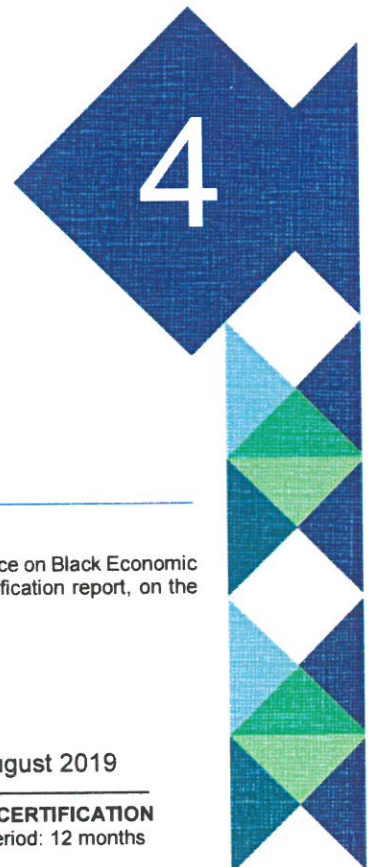
**Business Address:** Adcorp office West, Cnr William Nicol & Wedgewood Link, Bryanston, 2021  
**Registration No.:** 1977/002576/07  
**VAT No.:** 4070245750

**Verification Standard Applied:** Revised Codes of Good Practice on Black Economic Empowerment  
**Issue of the rating standard applied:** Section 9 of the B-BBEE Act of 2003, Amended by Act 46 of 2013  
**Scorecard Applied:** Revised Generic Codes

### B-BBEE SCORECARD

ELEMENT	ELEMENT WEIGHTING	SCORE
Ownership	25	15.38
Management Control	19	10.17
Skills Development	20	81.39
Enterprise Supplier Development	40	34.24
Socio Economic Development	5	5.00
Overall Score	109	83.18

**B-BBEE status level:** A Level 4 Contributor to B-BBEE  
**BEE Procurement Recognition:** 100%  
**Discounted BEE Procurement Recognition:** No  
**Black Ownership:** 80.88%  
**Black Female Ownership:** 41.70 %  
**Modified flow-through:** No  
**Continued recognition:** Yes  
**Empowering Supplier:** Yes  
**Financial Period Measured:** 1 March 2018 – 28 February 2019  
**Date Issued:** 08 August 2019  
**Expiry Date:** 07 August 2020  
**Generic Certificate no:** KBS/GEN/2019/085



Kopax BEE Solutions (Pty) Ltd has verified this verification certificate based on the Revised Codes of Good Practice on Black Economic Empowerment gazetted on 11 October 2013. Our opinion is reflected in the scorecard and accompanying verification report, on the basis of information provided by management.



BVA 206



TECHNICAL SIGNATORY  
 KOPANO XABA CA (SA)

08 August 2019

DATE OF CERTIFICATION  
 Validity period: 12 months